

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

Box 10128, Detroit, MI 48210

(313) 842-2600



Sept. 1983
No. 37

Members Saying No To Sell-out Rider!

On August 20, over 400 members of Columbus, Oh. Local 413 voted unanimously to request the resignation of fellow Ohioan Jackie Presser. The packed union hall roared approval.

The next day, 500 members of Cleveland Local 407 voted unanimously for the same motion, to an outburst of applause and

cheers. Other major Ohio locals would have no doubt passed the same motion, but it was conveniently ruled out of order.

These votes were just part of a national picture of anger and opposition to Presser's proposed Relief Rider to the National Master Freight Agreement. On August 20-21, the vast majority of freight locals across the coun-

try voted overwhelmingly, often unanimously, to show their opposition to the sell-out. [See p. 12 for a local by local report].

The votes followed a month of organizing and educating by TDU. Officers in many locals acknowledged that TDU had accurate information and analysis out before most officers even heard of the deal.

In many meetings the loudest applause went to members who demanded Presser's resignation for proposing a rider that would defeat years and years of union gains, and divide the contract in two. A member in the St. Paul Local 120 meeting summed up the feelings of many when he called the rider "an act of treachery by Jackie Presser."

Many Officers Opposed

Many officers have come out against the rider. At the four regional, Conference-level meetings held for officers to hear the rider, opposition was evident. Almost all the officials in the Eastern Conference, from Carolina to New England, were opposed, including several Joint Council heads.

At the Western meeting, the heads of several major locals rose to denounce the proposal in strong terms. Only one local officer there spoke in favor. The Central and Southern meetings did not have such visible dissent but the corridor talk was strongly opposed.

Even many officers who normally bump their noses when Presser stops short are afraid to endorse this sell-out. Some reversed their field right in their local meeting, as angry members challenged them. Thank God for the federal law that mandates elections for local officers.

Most impressive in all this has been the reaction of the rank and file. From coast to coast, calls and letters have come into our national headquarters of the movement to stop the rider and

save the NMFA, from members who are joining the fight. And more and more members are waking up to the need for an organized rank and file movement—TDU. TDU members at many meetings reported being surrounded by Teamsters wanting membership applications, more information, wanting to get involved.

Still Much Work to Do

We know it's still an uphill battle to stop this rider. We know the members who attend the meetings are usually the best informed and most union-minded. We know the mail ballot is weighted against us, and favors the employers. We know some members will hope, without rational reason, that this rider might somehow do what Presser claims it will. But we are optimistic.

We can beat this rider, and if we do, we will go a long way toward turning around the defeatist sentiment in our union and go beyond this one issue to others.

We thank the thousands of members who give us optimism. Together we can do this job.

Get Out the Vote!

Getting out the vote is the key to victory. Here are some things you can do:

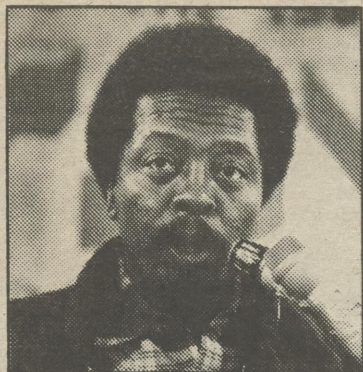
1. IF YOU DON'T GET A BALLOT BY AUG. 26, call your local immediately. Stewards could compile names of those who didn't get them and contact the hall.

2. KEEP DISTRIBUTING TDU BULLETINS AND INFO. We need only 50% to win. Call everyone on the seniority list and remind them to vote no.

3. OTHER IDEAS BEING USED ARE: Taking out ads in local papers. Mailing out press releases or contacting local media. Collecting ballots at work to build up participation. Calling up laid-off members. Calling in to radio talk shows.

4. JOIN TDU AND ORGANIZE GROUPS TO JOIN. Thousands of hours and thousands of dollars have been spent. Now is the time to pitch in and help.

JOIN TDU!



"Every good union member knows we all have to pay our dues. The same goes for TDU. If you agree with what TDU is doing right now to save our union, then pay your dues. Join TDU today—join in a group if you can."

"We wouldn't stand a chance to stop the contract sell-out without TDU. We all need TDU more than ever before. And TDU needs your support to keep on fighting. It needs your support today!"

Bilal Chaka, TDU Co-Chair
Long Beach, Cal. Local 692

Teamsters for a Democratic Union

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Rank & File Convention, p. 6-7

from:
the members

to: **convoy-dispatch**

Thanks to TDU for Help At Cook Motor Lines

Dear TDU,

This letter is in appreciation to TDU for your time, consideration and advice. The article published in the July-August issue of the **Convoy-Dispatch** gave an accurate account of what has been happening to union employees at Cook Motor Lines.

We at Cook Motor Lines have been frustrated for over two years from the lack of support we have received from our local union with regards to company wage cuts and with continuing to have to work without a signed contract. Finally we turned to TDU for help.

The situation at Cook Motor Lines was brought to light by your most detailed article in order for all Cook

employees and Teamster members across the nation to realize why we need TDU. The story at Cook Motor Lines shows how easily jobs and paychecks can be affected when local unions have a "no care" attitude. The outside pressure such as this TDU article should make local unions set-up and take notice as to what's going on around us.

Our "hats are off" to TDU with special thanks going out to Bob Master. Keep up the good work.

Fraternally,

Jesse Cook and Sam Talbert
Local 175
Charleston, W.V.

August 27: an Important Day For Unionists

Dear TDU,

A special event will take place in Washington, D.C. on August 27 which should involve all sections of the labor movement. On that date, a march will be held in the nation's capital to commemorate the 20th anniversary of the historic march on Washington in 1963 where the late Dr. Martin Luther King gave his famous "I Have a Dream" speech on the steps of the Lincoln Memorial.

The theme of this 20th anniversary march is "We Still Have a Dream: Jobs, Peace and Freedom." The question of jobs is central to the purpose of this march, and the AFL-CIO is backing it. Our local is sending some people and other Teamsters might want to get behind this also.

Michael Friedman
Local 407
Cleveland, Ohio

Wilson Men Send Donation In Thanks

Dear TDU,

Enclosed are checks totalling \$430.00 as a donation from us ex-Wilson drivers. I was able to contact only a few people for donations, since most have left the area. We hope it will help.

A special thanks from me, and from the Wilson drivers who got their pension credits from the Central Pennsylvania Fund by your support and the good work of your attorney in the Washington, D.C. office. You all did a wonderful job working for me and getting quick results.

Thanks again and keep up the good work.

Fraternally,

Rollin Lewis
Local 771
Lancaster, Penn.
(ex-Wilson Freight driver)

Expose Greed Of Officers

Dear TDU,

I believe in the original intent of TDU, the membership election of all International Officers, the exposure of greed and wrongdoing of officers both national and local.

The help TDU gives to all Teamsters where possible is great.

Fraternally,

Jim Jeter
Local 83
Mesa, Arizona

Quotation of the Month

"We in the trade unions today do not have the right to give away gains and rights won yesterday. They are not ours to give away. They belong to our heritage and our progeny. Their preservation in times like these is progress."

—William Winpisinger, President of the International Association of Machinists, in the foreword to **Concessions and How to Beat Them**

Presser's Lunacy

Dear TDU,

I would like to compliment TDU member Michael Friedman for his excellent article in the **Cleveland Plain Dealer** of July 28, 1983 concerning wage concessions. This was a well written article, and tells it the way it is.

I believe it borders on lunacy for

Jackie Presser to propose concessions that are below non-union wages. It is easy to understand that Presser wants to increase the number of dues-paying members in the Teamsters for his own welfare, and not the welfare of the members.

I believe this new concession proposal is tantamount to treason by Presser and he should be impeached.

Fraternally,

Dave Darrah
Local 92
Canton, Ohio

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1982 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Jerry Bliss, Local 337
Mike Friedman, Local 407
Konstantine Petros, Local 20

Mike Belzer, Local 705

Tom Bernard, Local 435
Charlie Brown, Local 585
Cliff Coonley, Local 600
Fran Griffith, Local 436
Bob Kinnunen, Local 705
Jan Sunoo, Local 278

Alternates:

Clifton McDonald, Local 557
Mike Johnston, Local 679
Allen Ebert, Local 773

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

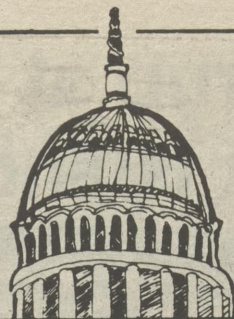
Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

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NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Charges Being Investigated

OSHA Will Police New 'Whistleblower' Law

Enforcement of the new truck safety provisions of the Surface Transportation Act was officially assigned to OSHA on August 5 (48 FR 35736). The protections for truck drivers are similar to those provided by OSHA section 11(c) but stronger in some important ways also.

Drivers who refuse to drive trucks in life threatening situations can now seek remedies against employer retaliation by filing charges with OSHA. The federal agency has the power to force employers to reinstate a driver immediately if it concludes that the Act has been violated.

Section 405 was signed into law in January 1983 after seven years of PROD and TDU effort. To date, OSHA has issued few, if any, complaints about employers who have violated the law, but they are currently investigating several charges including the following:

- Roadway fired a Memphis driver

who refused to drive a truck with a missing piece that controls steering and an ineffective doghouse that prevents poisonous fumes from entering the cab.

- A second Memphis driver has complained that Roadway's practice of ranking drivers and posting a list based on the amount of breakdown time they log is an attempt to pressure drivers not to request repairs on unsafe vehicles.

- Halls Motor Transit in Pittsburgh has refused to pay a fine for a driver who was ticketed for a vehicle with defective steering. Several attempts to have Halls correct the defect prior to the issuance of the citation were ignored. The company also refused to pay breakdown time while the driver waited for a new tractor after the state police took his vehicle out of operation.

- Central Transport in Toledo fired a driver who refused to continue a dispatch after he fell through an open

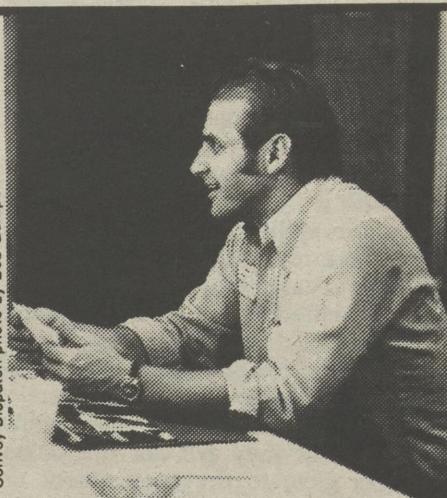
"I'll Be There!"

Don Landes, Smith's Transfer
Local 29, Staunton, Va.

"I'll be at the Convention in October to learn more about how to be effective in winning our rights. TDU has been a big help to us road drivers at Smith's Transfer, and to all Teamsters."

"Right now we are working to stop this Relief Rider. Tomorrow it will probably be something else. The TDU Convention is where we come together to get our union working for us, not against us."

Convoy-Dispatch photo by Bob Gumpert



manhole cover at the Central Transport Terminal. The driver developed muscle spasms during the trip and obtained medical verification of his problem after returning to his home terminal.

- Freightways Corporation in Toledo suspended a driver for three weeks for refusing a dispatch and violated the hours of service regulations when the driver had the flu. He also had medical verification of his illness.

Unfortunately, the new act does not assist drivers to correct unsafe conditions prior to employer retaliation,

only the BMCS has this power (see related article on this page).

TDU recommends drivers file charges with OSHA immediately after suffering retaliation. When filing, tell the investigator that the charges are being filed under Section 405 of the Surface Transportation Assistance Act of 1983 and Section 11c of the OSH Act.

If you need more information or assistance in filing charges contact TDU's Washington Office.

Drivers Tell Committee BMCS is a "Sad Joke"

"Let's stop playing games," was the emotional plea of former TDU Co-chair Frank Greco as he testified on August 1 before the Senate Committee on Government Operations, which is investigating the Bureau of Motor Carrier Safety (BMCS) enforcement of safety regulations in the transportation of hazardous materials.

Greco, a long-time safety activist, argued that BMCS enforcement of safety regulations has been a sad joke and that previous investigations had failed to solve this problem. He called for strong laws to stop the carnage on the highways.

"Lock up a few corporate executives who are causing unsafe conditions," Greco said, "and we will stop the problem now."

CF driver Diana Roberts from Illinois and TDU member Dewey Wherry from Parkersburg, W.V., joined Greco in telling the committee about the hazards of driving, including hauling of ammunition and flammable materials in the same load, vehicles with defective steering and bad brakes, overloaded trucks, and company forgery of safety records.

Wherry testified that BMCS' refusal to stop employers from requiring drivers to wait by the phone for dispatches is a major contributor to accidents caused by disabling fatigue. He cited the recent case of TDU member Dave Gaibis in which a federal judge overturned 10 years of BMCS inactivity by ruling that such

employer practices are unsafe (the case is now on appeal).

Drivers Feel Powerless

The drivers testified that they are currently powerless to do anything about the unsafe conditions. A driver confronted with an unsafe vehicle is forced to drive the truck or risk being fired. Union representation in the safety area is virtually non-existent, and BMCS does not have the power to order reinstatement.

Roberts testified that her attempts

One driver told the committee that the BMCS's refusal to stop employers from requiring drivers to wait by the phone is a major contributor to accidents caused by disabling fatigue.

to get CF stockholders to do something also failed. "Chances are good," said Wherry, "that a fired driver will never be reinstated and will be blacklisted in the industry."

Since the hearing the drivers have received letters of thanks and assurances from the committee that a report of their findings is being prepared. Said Wherry, "I hope they are serious. I received a warning the week after I testified for an accident that occurred over four months ago in which my brakes failed to hold."



TESTIFIED ON BMCS—Former TDU Co-chair Frank Greco (far left), joined with Penn Truck Aids driver Dewey Wherry, CF driver Diana Roberts and attorney Arthur Fox.

TDU introduces a new, informative booklet —

The Teamster Rank & File Pension Handbook

Get the facts in clear, easy to understand language on:

- qualifying for vesting
- getting top monthly benefits
- changing Teamster pension plans
- impacts of layoffs or decertification
- and much more

The Pension Handbook costs \$3.00. (\$2.00 apiece for orders of 5 or more)

Please send me _____ copies of the Pension Handbook. I am enclosing a total of \$ _____.

name _____ Local _____

address _____

city _____ state _____ zip _____

Send to: TDU, Box 10128, Detroit, MI 48210

Chemical Coverup at Roadway in Rock Island

By Gene Fort
Vice President, Local 371
Davenport, Iowa

Two chemical spills at Roadway's Rock Island, Ill. terminal led to Roadway claiming ignorance of state and local codes, OSHA and Environmental Protection Agency (EPA) guidelines. What's worse, the nation's biggest trucking company is getting away with it.

The two spills, less than 24 hours apart, were reported to the EPA by a Roadway Teamster. First, Coal Tar Dye was spilled on the dock on August 6. The next day, a corrosive water treatment liquid containing 45% Glutaraldehyde was spilled in a trailer.

These are the dates the spills occurred, but they are not the dates Roadway gave to the government or the press. The corrosive material was washed out of the trailer onto the ground with a water hose on August 7, according to Roadway TOM Mark

"You think we are going to shut down our operation because a few Teamsters are getting sick, do you?"

Broderick. This chemical then ran into a drainage ditch on the edge of Roadway property.

Although the spills occurred on August 6 and 7, final cleanup did not begin until August 8. At this time a Roadway Teamster was ordered to dump the remaining chemicals into the drainage ditch and wash the containers clean. Throughout the weekend, several Teamsters reported chemical related symptoms such as headaches, dizziness and spitting blood.

When Roadway was asked on August 7 to clean up the mess by a steward, the TOM on duty replied: "You think we are going to shut down our operation because a few Teamsters

SUPERVISORS
HANDBOOK

"WHEN ALL ELSE
FAILS..."

TRY A
SAFE
METHOD."



© 1983 RASTOP

are getting sick, do you?"

When a Teamster was ordered to work in the trailer, which still had chemicals on the floor, he asked for proper protective gear and was finally given already contaminated gloves and a gas mask he couldn't wear.

Local radio and TV covered the

cleanup for two days. In spite of Roadway's efforts to cover up the incident, the EPA still has not made a decision. Local health officials agree that ignorance led to the dumping. Perhaps Roadway should spend more time training its management and less time harassing Teamsters.

St. Louis Local 600

Seek Facts on Terminals Sprayed with Dioxin

Earlier this year, the frightening spectacle of Times Beach, Mo. residents fleeing their homes because of the fear of dioxin contamination was front page news across the country. Buried beneath the Times Beach headlines, however, was an important piece of news for St. Louis Teamsters: In the early 1970s, dioxin-contaminated waste oil had been sprayed over three St. Louis truck terminals, creating the possibility of a grave health hazard for employees there.

In recent months, a group of Teamster members in Local 600 have organized to discover the true extent of this health hazard. The local has formed a Teamsters Dioxin Task Force, and its efforts have forced several government agencies to begin examining the impact of the dioxin spraying which took place nearly ten years ago.

The Task Force is composed of several Teamsters and a number of environmental and medical experts from St. Louis. In late May, it proposed to the Central States Health & Welfare Fund that \$300,000 be allocated for a study of the health hazards at the three affected terminals: P.J. Hamill Transfer Co., Jones Truck Lines and Overnite Transportation.

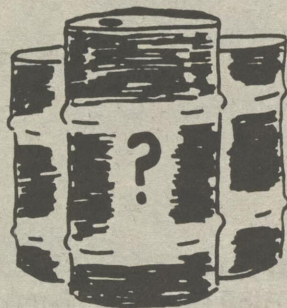
Rather than finance the study directly, the Health and Welfare Fund worked with the International's Safety Department to get federal funding for the project. Eventually, Missouri Sen. Thomas Eagleton succeeded in getting a \$1 million appropriation through both houses of Congress to finance a thorough study of the dioxin hazards.

Government Moves Slowly

The National Institute for Occupational Safety and Health (NIOSH) recently initiated a "health hazard evaluation" to determine the existing

and potential risks created by the spraying of the oil laced with the deadly chemical. But Task Force member Ken Manley, who is also a TDU member, charged that NIOSH was not cooperating closely with the Local 600 members as had been previously arranged.

Meanwhile the Atlanta-based Center for Disease Control delayed beginning its "health examination" of affected workers until the NIOSH



study results become available.

"The government has dragged its feet on the dioxin problem since 1975," Manley said. "They knew about the spraying then and they didn't do anything about it. Unfortunately, it seems that the only way they're going to respond is through pressure."

Manley pointed out that the Teamsters Dioxin Task Force is one of the first organized groups to seek assistance in a dioxin contamination case.

"We have two major goals," he said. "First, if we get a proper health study we might come up with information that is of international importance. Second, I think this could be a strong plus for unionism itself. We've showed that by getting organized, we were able to get the government to put \$1 million into our study in a matter of months, while other people got nothing. It shows the importance of unionism."

Trucking Cancer Hazards

Most every truck driver knows that trucking is a dangerous occupation, but few realize that our very serious health hazards are just beginning to come to light. The studies are only preliminary, but indicate clearly that more research is urgently needed. TDU will urge this be done and hopes that the IBT will put its weight behind this.

A 1975 study by the National Cancer Institute suggested that the high risk for white males in Detroit of developing bladder cancer might be related to occupations in the motor vehicle manufacturing and machinery industries. The researchers decided to compare these occupations with others in Detroit, and were surprised to find that truckers, not auto workers or machinists, face the greatest risk.

A 1982 study by the National Cancer Institute and the Michigan Cancer Foundation indicates that those who have driven trucks for at least 10 years are up to 5½ times as likely to get bladder cancer as workers in other occupations. Those who have driven for a shorter period run twice the risk of the general population.

Drivers aren't the only Teamsters running such health risks, however. The study also concluded that dockworkers and mechanics in truck and bus garages are especially prone to diesel exhaust exposure. Truckers who had formerly worked on diesel engines as mechanics, end loaders and engineers run a risk of bladder cancer that is 12 times greater than that of the general population.

Dangers of Diesel Exhaust

These findings add further evidence that diesel exhaust is a serious health hazard. Over 9,000 different compounds make up diesel exhaust, and only a few have been tested. The research to date indicates that many of these compounds can cause illness, ranging from chronic headaches to cancer.

Many of the chemical compounds formed during diesel combustion are carried into the lungs and digestive system by sticky particles of soot. And these particles are just the right size to wind their way into the deepest part of the lungs, lodging themselves where the body cannot get rid of them. Some of the chemicals have been tested and identified as carcinogens. Thousands more remain untested.

Diesel exhaust also contains several gases that have other effects on the body. One such gas is carbon monoxide, a product of incomplete combustion of diesel fuel. The more inefficiently an engine is running, the more carbon monoxide will be present in the exhaust. It acts to interfere with the blood's ability to carry oxygen throughout the body.

In extreme cases of exposure to carbon monoxide, the body is deprived of oxygen to a point of asphyxiation. In lower concentrations, a worker may experience headaches, dizziness and fatigue, often causing permanent lung and/or brain damage. With even lower exposures, loss of coordination, judgment and visual alertness can also occur. This kind of effect is dangerous in that it can cause a worker to perform tasks in a careless manner, endangering him or herself, and coworkers as well. And because carbon monoxide has no odor, exposure can go undetected.

Drivers and dockworkers can protect themselves by becoming familiar with these symptoms. Feeling unusually fatigued or dizzy should be a signal to pull off the road or step out of the barn and get some fresh air. A defective doghouse or poor ventilation may be the problem.

If you or any of your coworkers are exposed to these or other occupational health hazards, contact the TDU Washington office for information on action you should take to protect your health.



Convoy-Dispatch photo by Bob Gumpert

"I'll Be There!"

Phil DePietro, Mack Transportation Local 773, Allentown, Penn.

"I'll be at the convention, with a bunch of other 773 members, because it's one of the few places that Teamsters can gather for an exchange of fresh ideas."

"The recent attempt by Presser & Co. to further erode Teamster wages and working conditions shows clearly why the TDU Convention is needed. It is an important tool for concerned rank and file Teamsters to unite, educate and fight to preserve dignity in the workplace—unfortunately for most Teamsters, it's the only place."

NLRB Hits Tampa Local 79 Officers

On August 5 an NLRB Judge found Tampa, Fla. Local 79 officers guilty of illegally removing an elected job steward, and ordered Robert Cummins reinstated as steward for Carl Subler Trucking. The decision also included a 'cease and desist' order to stop coercing Cummins' employer to discriminate against him. Apparently the officers will appeal, thus wasting more union time and dues money.

Cummins has declared his candidacy for president of Local 79.

Meanwhile Subler employees also filed charges against their employer, charging 'double breasted operations' which divert union work to non-union operations. The local 79 officers have apparently chosen to ignore it.

St. Louis ATL Beats Production

After months of verbal complaints that several persons were being harassed at Associated Truck Lines(ATL) in St. Louis, 34 of 37 city drivers filed a grievance to stop the gradual introduction of production standards.

ATL posted sheets in areas subject to public inspection and subtle forms of childish harassment were instigated aimed mostly at some senior employees. This has been done at a number of terminals, but Local 600 BA Tim Barnes convinced ATL's labor manager to remove the production sheets.

The sheets only reported final results for each day's work and did not take into account time for breakdown, delays for misloads, no-bills, traffic, collections, interline delays, etc.

ATL employees at other terminals may want to consider similar action.

—Dan Giesler, ATL Steward Local 600

Profits Jump at Major Companies

Just as Jackie Presser is proposing to slash wages for thousands of Teamsters, numerous trucking companies are reporting sharply increased second quarter profits.

Leading the pack are firms such as Preston Trucking Co., Carolina Freight Carriers, and Murphy Motor Freight, all of which reported record revenues in the second quarter of 1983. Preston's profits rose 8% to \$2.44 million in that period with profits up 15.4% for the year.

Carolina's net income (profits) rose a whopping 80.5% in the second quarter, to \$3.19 million, with net income for the first six months of 1983 up 169.2% over 1982. Profits at the smaller Murphy Motor Freight were up to \$140,000, on record revenues of \$23.24 million.

Other companies reporting healthy second quarter profits included:

- **Roadway Express**, which increased revenues in the second quarter from \$272 to \$282 million, and increased profits from \$19.18 million to \$24.16 million. Net income (profits) in the first six months for Roadway jumped from \$30.9 million last year to \$41.8 million in 1983.

- **Consolidated Freightways** reported a 6% increase in revenues to \$292.8 million, and a 31% increase in profits, to \$28.1 million. These figures include profit and loss figures for Con-Way Western and

Con-Way Central, which CF officials said were not expected to be profitable for some time. In the first six months, profits from CF's motor carrier operations leaped 44% to \$43.2 million.

- **American Carriers**, parent firm of American Freight and Midwest Coast Transport, reported net income up more than 100% in the 1983 second quarter—to \$2,692,000.

- **Arkansas Best Freight** reported a sharp reversal in its economic fortunes, with second quarter profits going from a loss of \$1.1 million in 1982 to a profit of \$2.39 million in 1983. Revenues for the first six months of the year rose from \$148 million to \$178 million, with profits reaching \$2.8 million compared to a loss of \$2.8 million in the first half of 1982.

- **Overland Express** of Minneapolis reported that net earnings (profits) rose 88% in the second quarter to \$588,000, with net earnings up 173% to \$971,000 for the first six months of the year.

- **Yellow Freight** reported net income up over 300% in the 1983 second quarter, rising from \$4.69 million to \$15.06 million. Revenues were up 12% over the previous year, to \$269 million.

- **Transcon Lines** reported a sharp turnaround in its economic picture, with profits up to \$998,000 compared to a loss of over \$1 million in

the 1982 second quarter. For the first six months, revenues rose 11%, while the company had a net loss of \$744,000 for the first half of the year, sharply lower than the 1982 losses.

The companies reported on here represent a small fraction of the overall trucking industry but the trend is still clear. The overall economic recovery in the nation is carrying the trucking industry with it, and the industry should participate strongly in that recovery.

Many of these firms will begin calling back Teamsters and even hiring new employees if the trend continues, and will do so regardless of the wage rates. Recovery creates jobs, not concessions. If Presser's concessions go through, thousands of Teamsters who would have been working anyway will suffer unnecessary cuts in their standard of living.

And while the trend of larger carriers driving some smaller ones out of business will continue, concessions to all (which benefit the giants the most) will not reverse that trend, but could even speed it up.

Like the Chrysler workers who stood firm on their last contract and now are seeking to make up their losses, this is a time for Teamsters to move ahead, not to give away even more.

Big R Workers Hold Firm

Dump Flex Twice in Springfield

City and dock workers at Roadway's Springfield, Mo. break bulk terminal have voted down a "flex work week" twice in recent weeks, preserving their status as one of the last major terminals in the Roadway system to keep the flex out.

But now the International has ordered Local 245 to allow road drivers to vote on the proposal, a tactic effectively used by Jackie Presser to break the resistance of Roadway employees in Ohio terminals. The International reasons that because Roadway has threatened to petition for a change in operations if they don't get the flex, road drivers are "affected" by the proposed changes in dock employees' work conditions.

This blackmail could have been avoided if the International had taken a firm stand against the flex. But instead each terminal was allowed to vote individually on the flex, and Roadway management was able to play off one terminal against another.

According to dock worker Butch Robison, the Springfield employees will fight against the flex to the bitter end. They have begun contacting sympathetic road drivers who want to uphold the union principle that "an injury to one is an injury to all," and organize for a "no" vote by all.

Intimidation Tactics Fail

Roadway began its drive for the flex in late April by shifting out freight and laying off dock workers. Eventually, a roster of 138 was reduced to 57

working Teamsters.

Despite the intimidation, the men voted down the flex proposal 70-64 in late July. The flex called for 20% guaranteed Monday-Friday bids and 30% guaranteed one weekend day off.

Following the July vote, five more employees were laid off and another

vote was scheduled for August 11. The men held firm and voted down the proposal this time 69-60.

"I'd feel better if they would put the people back to work and bring the freight back," Robison said. "But we are real pleased with our victory so far."

PRO CON

TDU received the following letter from a Teamster in Missouri in mid-August. A brief response by the editor of Convoy-Dispatch is printed after the letter. We would like to know what you think about the issues raised by this letter. Please send us your ideas on the subject. We want to hear from you.

Dear TDU,

Having been a union member for 38 years and then laid off after 29 years seniority for one company and replaced with a non-union driver for \$7 an hour with no benefits, I would be glad to have a job for \$11 an hour and 22c a mile.

I am not old enough for full retirement to save my health and welfare benefits. I have a job now for \$5.62 an hour, 20 hours a week to help ends meet.

I suggest that you stop sounding hoggish and stop asking for raises.

Sincerely,

James L Green
St. Peters, Mo.

Editor's Reply: If taking pay cuts would save and expand the number

of Teamster jobs, we would have to consider it. But Brother Green's letter underlines the problem—if we cut wages to \$11, there are still drivers who will work non-union for \$7. Should we go down to \$6.50?

There was a time when life-long Teamster drivers would not be forced to take an early retirement and work for \$5.62 part time. There was a time when companies did not dare to throw out union labor and bring in cheap scab labor. Together we can strengthen our union and bring that time back.

TDU is not calling for raises, just that we fight to maintain contracts and conditions that our union has won over the years. And that means using the full strength of the union to fight run-away shops and shifts to non-union labor (at \$7 an hour).

October 15-16, 1983, Detroit, Michigan

Register Now for TDU Convention

The fight to reform our union is long and difficult. It's not easy to keep up your spirits day in and day out, fighting the company, the grievance procedure, the apathy and cynicism around us.

But in recent weeks, the importance of the rank and file movement has never been more clear. Without TDU and the reform movement, hundreds of thousands of Teamsters would have been left in complete darkness about a contract rider that could shatter the Master Freight Agreement forever. Jackie Presser's style of unionism—get rich and try to hide everything from the members—would have prevailed without a fight. Instead, thousands of Teamsters stood up strong, and told Presser and his crowd where they could go with their contract. The outcome of this battle isn't clear yet, but no one can doubt the need for TDU.

That's why it's so important to rededicate ourselves to building the rank and file movement now, and to come to the Rank & File Convention on October 15 & 16, 1983 at the Airport Hilton Hotel in Detroit. The Convention is an experience that is unique. Instead of apathy, there is enthusiasm and excitement. Instead of ignorance and closed doors, there is education and a chance to meet with the best labor attorneys and educators in America. Instead of dictatorship, there is democracy in action.

For every Teamster who wants to do something about what is happening to our union—and wants to learn how to be more effective—the Rank & File Convention is the place to be on October 15 & 16.

Main Sessions

- * **Rebuilding Our Union.** Teamsters from around the country will report on their efforts to rebuild our union from the bottom up. Only grassroots organizing can lift the union out of the crisis it's in.
- * **Democracy.** This is your chance to have a say in the policies and direction of the rank & file movement. A chance to vote for the elected leadership of TDU. A chance to speak out and voice your opinions without being ruled out of order.
- * **New Campaigns** to bring the rank & file movement to broader sections of our union in the coming year. A plan to deal with the attacks on the National Master Freight Agreement.

Workshops

- Using the Grievance Procedure
- Arbitration and the Grievance Procedure
- Organizing on the Shopfloor
- Organizing TDU Chapters/Developing Leadership
- Programs for Rebuilding Our Local Unions
- Using and Improving Chapter Newsletters
- Union-Busting
- Labor History
- Using Campaigns to Build TDU

- The Presser Presidency
- Your Legal Rights
- Campaigns for Local Union Office
- Road Driver Safety and Health
- Pension and Health & Welfare Funds
- Being Effective at Union Meetings
- "It's Time for Management Concessions"
- Occupational Safety and Health

Jurisdictional Meetings

- * Freight
- * UPS Teamsters
- * Carhaulers
- * Local Contracts
- * And more
- * Grocery
- * Construction
- * Wives
- * Tankhaulers

Company Meetings

Meetings will be set up to bring together Teamsters from **Roadway Express, United Parcel Service, Kroger and Signal Delivery.** This is a very important chance to meet with Teamsters who work at your company around the country and to make common plans for fighting the company. And remember, it's not too early to start looking to the 1985 contracts.

Special Events

- **Banquet and social evening.** Elegant sit-down banquet Saturday evening in the Hilton's International Ballroom. Delicious food, cash bar, after-dinner entertainment and dancing.
- **Films and Videos.** Films and videotapes will be shown throughout the weekend. New this year is **Labor's Turning Point**, an account of the 1934 Minneapolis Teamster strike which began the mass organizing of the Teamsters Union and pointed the way forward for the whole labor movement.
- **Special Wives Meetings.** Several meetings during the weekend will give wives a chance to get together and discuss their common problems, and also their special contributions, to the reform movement. More specific information in the next **Convoy-Dispatch**.

Friday, October 14

This year, a number of special programs have been scheduled for those who arrive on Friday, October 14. We think you'll find these sessions very educational, particularly if you're an active TDU builder.

Special Workshops: 1) "It's Time for Management Concessions," a presentation by an experi-



Convoy-Dispatch photo by Bob Gumpert

ed labor educator and economist about a strategy for fighting back. We've given up plenty and it hasn't improved the economy. Here are some ideas about how to cut back on management's power. 2) **Union-Busting.** A presentation by an organizer from another union about this menace to the labor movement. How to spot the signs of a union-buster. How to bust the busters.

3) **Labor History.** A discussion of the development of the labor movement by Cornell University Professor Nick Salvatore. How the early labor movement was formed, the battles it took to get organized. 4) **Trends in the Trucking Industry.** Deregulation and recession have turned the trucking industry upside down since 1980. The non-union sector is growing, and the independents are being squeezed. What should the union's response and attitude be? A presentation by TDU members who have researched this important topic.

The State of the Labor Movement, 1983. Last year we had an inspiring panel discussion of how other unionists were involved in the fight against concessions. This year a panel of speakers from other unions will discuss their views of the future of the labor movement. What tactics are working and what tactics aren't? How will labor pull out of its current decline and assert its strength again. Bring your questions and your comments.

REGISTER NOW... SAVE \$10!

Postmark your registration before October 5 and receive a \$10 reduction in registration fee (\$5 if registering for one day only). Reductions available for Teamsters and spouses only.

Name _____
Address _____
City _____ State _____ Zip _____
Phone () _____ Local Union No. _____

If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration fee. (Everyone must pay full housing costs.)

Mail to: TDU, Box 10128, Detroit, Mich. 48210 •

Convention Registration	# of Persons	Total
Saturday & Sunday	65.00	
Saturday only	38.00	
Sunday only	26.00	
Fri. dinner & Sat. breakfast	16.00	
Housing Cost (includes tax)	Fri. Sat. Sun.	
Single occupancy	35.00	☐ ☐ ☐
Double occupancy	40.00	☐ ☐ ☐
Triple occupancy	50.00	☐ ☐ ☐
Quad occupancy	55.00	☐ ☐ ☐
Childcare	# of Children	
If you are not a TDU member or if your membership has expired, JOIN NOW. \$20-\$25 for a year's membership and a year's subscription to CONVOY-DISPATCH.		
	Total amount	
Less reduction for early registration and, if eligible, for registration reduction due to distant travel.		
	Total amount paid	

Freight Teamsters
Be sure to attend the
**EMERGENCY
FREIGHT
MEETING**
at the
Rank & File
Convention

Plan followup to
Relief Rider Vote
Sunday, October 16
9:00 a.m.

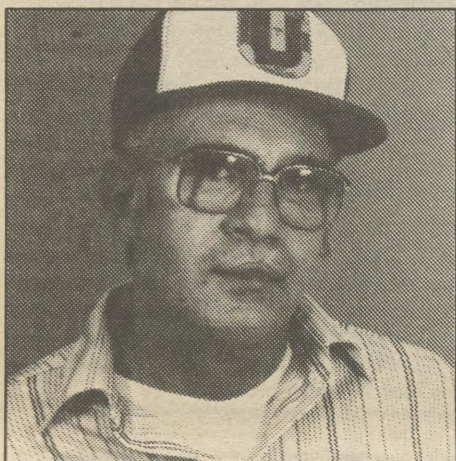
We're Coming to Detroit...

From Indiana...

Marvin Lawson, Signal Delivery
Local 215, Evansville, Ind.

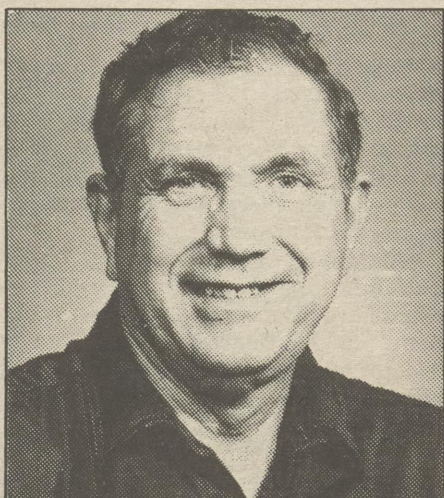
"I look forward to meeting with other Signal Drivers, and being amongst folks that will have truck-loads of positive thought. It's got to the point when you go down to the hall to discuss something, they say you're interpreting the book wrong, there's no use to file a grievance, or don't push the issue.

"I'm anxious to get amongst people who think like the late Jimmy Hoffa—give them hell if they look like they are even thinking of taking something!"



Marion Standifer
Hi Way Dispatch
Local 135, Marion, Ind.

"A group of us from the Marion area are coming. Education is the number one reason. TDU has already taught us a lot about how to be effective in improving our union, but we have a lot to learn. Also, we look forward to meeting our fellow TDUers and active Teamsters from all over the country."



From California...

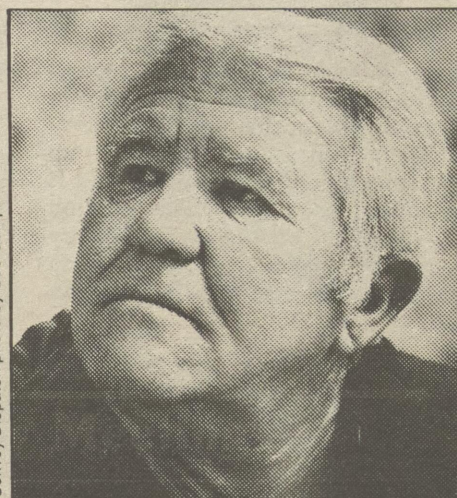
Darcy Coddington, UPS
Steward, Local 70
Oakland, California

"I'm coming to the Convention to make sure Teamsters at UPS are represented. TDU was the only source of information during the last contract fight and we can expect TDU will be the only source next time, too. If we want to prevent another give-away contract we must be organized, and TDU is organizing right now."



Bill Slater, Insured Transporters
Local 315, Contra Costa Co. Cal.

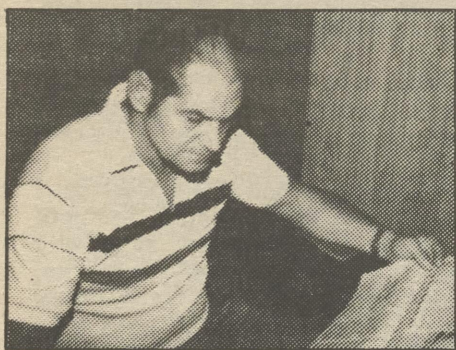
"I will be there because I know that all the griping around the dispatch office about our union's decline will avail me nothing, but attending the TDU Convention is a positive step on the road back to a strong democratic union. I urge all who are concerned about the future of our union to join me."



From Upstate New York...

Russ Jordan
Taynton Freight Systems
Local 529, Horseheads, NY

"I'll be there for the 1983 Convention to help put the POWER of our union back to the Rank & File where the POWER belongs and to get more knowledge and information to help our TDU Chapter."



From British Columbia...

Jack Vlahovic, Construction
Local 213, Vancouver, B.C.

"I think it's important to come to the Rank & File Convention because more than ever it's necessary for the rank and file members to fight—not only against management's demands of concessions and erosion of working conditions, but also to fight the union itself and make it enforce the contract to see that those conditions are not eroded.

"Things have gotten to the point that if we sit on our hands and do nothing, these erosions will take place. But if we band together and fight, it will, if not stop it, at least put us in a position where the least possible damage is done. The Convention is the chance for the individual rank and file member to express their feelings and wishes about what should be done to correct the union and the people



there are prepared to listen and act upon those wishes."

From Long Island...

Ed Schof, UPS
Local 804, Long Island, NY

"Something astonishing occurred to me last year. I attended my first TDU Convention and was amazed to learn that there are still some Americans whose priorities are higher than what soap opera is on the boob tube, or what team is playing the other at a million or so dollars per player. Some people to whom complacency and apathy are alien, who are unmesmerized by the trivia which has been foisted upon us, people Shakespeare did not have in mind when he wrote "What fools these mortals be." I—and several others from Long Island—will rejoin them this year."



From Iowa...

Gene Fort, H & W
Vice-President, Local 371
Davenport, Iowa

"I'm coming to the TDU Convention for several reasons. First, I know there will be over 500 Teamsters there to talk with. Second, I come to learn even though I have been there before, and I have something to offer others now. And third, I can't wait to hear Bill Slater's speech.

"And I'm going to take a survey and see if I can find one person who thinks Jackie Presser would be president of the Teamsters if the membership had a vote. I know TDU is the only way we can ever win that right to vote."



Springfield, Mass. Local 404

TDUers Win on Bulletin Board Rights at UPS

By Jerry Galmari
Local 404, Springfield, Mass.

In January of this year, UPS employees and TDU members posted flyers concerning an upcoming TDU meeting. Each time one was put up supervisors would tear it down and it would be replaced again. This went on until Division Manager Ed Dacey informed me that he was not going to allow TDU the use of the bulletin board.

(On the morning of this confrontation, Mr. Dacey called Local 404 and told them he wanted the flyer removed from the union bulletin board as well as the UPS board. Within 15 minutes, BA Norman Brown had removed the flyer. It's nice to see our BA's give the employers such quick service.)

As a result of the conversation with Mr. Dacey, I called the NLRB, and in February charges were filed against UPS. In March, the NLRB issued a complaint against UPS charging that they had violated Section 8(a)(1) of the NLRA.

A hearing was set for July 21, 1983, but as expected, UPS settled a week before the hearing. As a result of the settlement, UPS must post a notice for 60 days advising all employees that they are free to use the bulletin boards and that UPS will not discriminate.

The TDU chapter in Springfield wishes to thank TDU attorney Mark Stern for all his help on this matter. We also hope that any Teamster who feels his rights are being violated by the employer or the local union will not hesitate to call the NLRB.

TDU Constitutional Amendments

Notice: Proposed Amendments to the TDU Constitution may be submitted by any member, but must be submitted in writing to the TDU office no later than September 15, 1983 [30 days prior to the TDU Convention]. They will then be submitted to the Convention for a vote, and if passed by a majority, shall become effective immediately.

The following three changes regarding TDU dues are being submitted by the International Steering Committee to the Rank & File Convention, October 15-16, 1983. All are compatible with each other and recommended by the ISC. They will be debated and voted on by the Convention, and other views on these matters are welcome.

Dues Amendment #1: Change first sentence of Article 12 to read:

"Every member of TDU shall be required to pay to the TDU office minimum yearly dues of \$25, of which \$5 shall be rebated to the local chapter, except that the ISC may establish reduced dues for retirees and/or low-paid Teamsters and that Teamster spouses..." (remainder same)

Explanation: The effect of this proposed change is to have a yearly dues rate of \$25 (with \$5 to the chapter) instead of the current option of \$20 or \$25 (with \$5 of the \$25 to the chapter).

Dues Amendment #2: Change, by adding an additional sentence to Article 12:

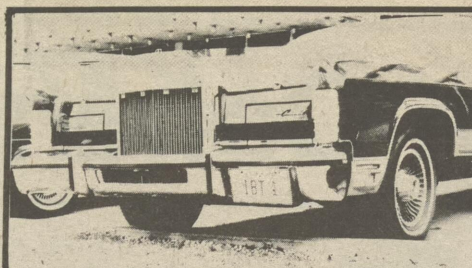
"Members may also join for a three year period, at a rate of \$60, of which \$10 shall be rebated to the local chapter."

Explanation: This change assumes that Change #1 is adopted. It would allow an optional reduced, three-year rate, providing longer-run income planning and also less paper work in terms of renewals, etc. It would also tend to coincide with three year contract cycles.

Dues Amendment #3: Change line 3 of Article 12 to read:

"...and any Teamster grossing under \$10,000 per year will have a reduced membership fee of \$15 per year, of which \$5 shall be rebated to the local chapter." (remainder same)

Explanation: The effect of this amendment is to raise the current low-income, spouse and retiree dues from \$10 to \$15, and also allow for \$5 of the \$15 to be rebated to the local chapter. (National organization would still get the same amount, \$10.) Note that the ISC is empowered by the language of Article 12 to raise the \$10,000 figure as the definition of low income.



YOUR DUES PAY FOR THIS?

Local 282 Pension Trustees Must Repay \$1.6 Million.

Seven trustees of the Local 282 Pension Fund on Long Island, NY have been ordered to repay the fund \$1.6 million lost through an imprudent loan. The borrower, Des Plaines Bancorporation of Chicago, folded after only three payments had been made on the 1979 loan. The trustees cited include Local 282 Pres. John Cody, who is currently appealing a five-year sentence for conviction on charges of labor racketeering—including taking kickbacks on pension fund loans.

Federal District Court Judge Jacob Mishler said the trustees had violated their fiduciary responsibilities because with "a minimum of effort" they would have discovered that five Chicago banks had previously refused to lend money to the Bancorporation. The original suit against the trustees was brought by Fear of Reprisals End (FORE), a rank and file group in Local 282 which includes TDU members such as former TDU Co-chair Ted Katsaros.

10 New England Pension Trustees to Pay Back \$205,000.

A U.S. District Court Judge in Boston, Mass. has approved a settlement whereby 10 trustees of the New England Teamsters and Trucking Industry Pension Fund will pay back \$205,000 to the fund. The trustees permitted trustee Samuel Leigh to collect sales commissions from parties who sold real estate to the fund, in blatant violation of ERISA guidelines. Among the trustees named in the 1981 Labor Department suit which led to the settlement was Int'l Vice Pres. William McCarthy.

U.S. Probes Teamster Health Plan in Connecticut.

A federal grand jury in New Haven is investigating possible links between the Vito Genovese Crime family and Teamsters Local 191 Health Service and Pension Plan. Recently, the grand jury sought to gain access to some 200,000 documents pertaining to Teamster contracts, a dental plan operated by the Teamsters Dental Office in Bridgeport, Conn. and its insurance program. The Justice Department's Organized Crime and Racketeering Strike Force began its investigation of the Local 191 health plan last December.

Complete Ripoff on UPS Part-Time Pension Plan

A TDU investigation of the UPS Pension Plan, a company-administered plan which covers over 25,000 part-time employees, has uncovered facts proving that this pension plan benefits no one but the company.

As of 1980, nearly 20,000 part-time workers—80% of the total covered by contracts providing for coverage under the UPS Pension Plan—were excluded from the plan due to prohibitive age and service hour minimums (age 25 and 1000 hours per calendar year). Research also shows that UPS is paying approximately 7c per hour for part-timer pension benefits, compared to well over \$1 an hour for full-timers.

Further, TDU has learned that only 134 people have ever become vested in this fraudulent pension plan, and only nine people are collecting benefits. As

of 1980, this UPS Pension Plan was worth nearly \$7 million. That's \$7 million that most Teamsters will never see.

The UPS Pension Plan covers part-time workers in the Central, Southern and Atlantic Supplements, along with many local and area riders. It does not cover part-time workers in the New England Supplement or some area riders to the Western Supplement, who are covered by their respective Teamster Plans.

TDU recently issued a flyer on this and will be distributing a special UPS Pension Bulletin in September. This bulletin will explain the pension at UPS for all employees and include updated figures. If you would like more information, contact the TDU National Office.

TDU MEETINGS

BC/Yukon Area TDU
Thursday, Sept. 8—7:30 pm
Rio Hall, 3325 Kingsway

Buffalo Area Teamsters
Sunday, Sept. 18—10 am
North Buffalo Community Center
203 Sanders Rd., Buffalo
(just off Calvin Blvd., 2 blocks south of Kenmore)

Carolina Chapter TDU
Sunday, August 28—2:30 pm
Greenville Neighborhood Center
on Spring St., Charlotte, NC

Chicago Area TDU
Sunday, Sept. 11—1 pm
Cesar's Inn
5001 W. 79th St., Burbank

Cincinnati Area Teamsters
Saturday, August 27—3 pm
Seymour Bowl
1776 Seymour near Reading, Cincinnati
(2 minutes off Paddock exit off I-75)

Des Moines Area TDU
TDU Family Picnic
Sunday, Sept. 25—1 pm
on Easter Lake, Shelterhouse #3

Jacksonville Area TDU
Sunday, Sept. 11—2:30 pm
Holiday Inn
3233 Emerson St., Jacksonville, FL

Local 688 TDU Picnic
Saturday, October 1—1-5 pm
Indicott Park
St. Ann, MO
(beer, soft drinks & hot dogs)
\$4 donation, \$6 family

Northwest Ohio TDU
Saturday, Sept. 17—2 pm
Hillcrest Hotel
16th & Madison
Downtown Toledo

Twin Tiers TDU
Saturday, Sept. 3—5 pm
Horseheads American Legion Hall
Horseheads, NY

UPS Educational Conference
Saturday, August 24—10 am-6 pm
Sheraton Normal
I-55 at I-51
Normal, IL

West Virginia Teamsters
Sunday, August 28—2 pm
The Ramada Inn
2nd Ave. and B St.
(just off Monroe Dr. exit off I-64)
South Charleston

Hang

News of
UPS Workers

UPS

UPS Profits Rise

UPS reported increased tonnage, revenues and profits in the first quarter of 1983 compared to the same 1982 period, according to data filed with the Interstate Commerce Commission.

UPS revenues rose by 10.7%, operating income was up by 34.8%, and the profit margin was 5.15 cents on each revenue dollar, compared to 4.13 cents per revenue dollar for the same period in 1982, an increase of 25%.

Rank and file UPSers would agree that the rise in profits was accompanied by a rise in production harassment, in disrespect for UPS employees, and an increase in rank and file discontent. Remember—we can change all this in 1985. So the next times UPS cries poor—don't believe it.

The Chickens Come Home to Roost in Toledo

UPS has found a new way of trampling on Teamster rights in Toledo, Ohio. There, Local 20 BA Bill Lichtenwald had to wait 20 minutes before he was allowed in the building to conduct union business. Once he got inside, he was escorted by company officials as he discussed union problems with stewards and employees. After he completed his rounds, Mr. Lichtenwald was informed that he must give UPS 24-hour notice before he would be allowed on company property.

Local 20 Pres. Harold Leu stated in a letter to UPS management, "It appears to me that this is a company attempt to destroy any healthy relationship that might have been created between the company and union officials." Mr. Leu went on to say, "If we are going to start playing games of harassment and denying members of my staff the right to perform their duties, both sides can play that game."

Local 20 UPSers are glad that President Leu has realized his "healthy relationship" with UPS isn't so healthy after all. Maybe the next time UPSers complain about company harassment in Local 20, brothers Leu and Lichtenwald will understand.

\$1000 Pension in New York

New York City Local 804, which has its own pension plan along with New Jersey Local 177, allocated the full 33c COLA to the pension plan since the H&W plan did not need the money. As a result, the local union has reported its pension will now go to \$1000 a month, for a UPS employee who retires at age 55 with 25 years of service, or any age with 30 years of service. A younger employee can retire with 25 years of service, but will have a slightly reduced pension as a result.

Petition on 70 lb. Weight Limit

A petition drive on the increase in the UPS weight limit to 70 pounds has been initiated by members of the TDU UPS Council. The petition, which is to be sent to Jackie Presser, asks that the International Union: 1) notify UPS that the International considers the 70 lb. weight limit to be a new operation as specified under Article 6, Section 3 of the National UPS Agreement, and 2) that the International use the full power of the IBT to bargain for an increase in pay, benefits, or conditions for all UPS workers because of this new operation.

Any UPSers interested in distributing the petition should contact the TDU National Office immediately.

Indy UPSers Have a Ball—and Help a Brother

Indianapolis UPSers had some fun and helped out a brother Teamster by holding a benefit softball tournament on August 16th. The tournament, initiated and organized by fellow drivers, raised over \$1200 to help with medical expenses incurred by a driver now disabled.

The East Beasts from the 16th Street center defeated the No Star All Stars in the championship game, but the real winners were all the UPS workers who participated and showed concern and solidarity with their fellow union brothers and sisters.

The Missing 49.5c

The issue of the missing COLA payments has been "settled" by the International Union, by the method known as "give-away". Recall that UPS is keeping COLA for all overtime work (33c COLA at time and a half is 49.5c for all overtime-hours worked). Plus, since UPS keeps the Health and Welfare and Pension money for part-time workers in most areas of the country, it scooped up 33c from there. That's money which the part timers will never see. Letters of protest and grievances have poured into the IBT, and a "form letter" response from Jackie Presser has been received by some members.

In New York City, Local 804 demanded to take the issue to arbitration, but received word in July from the International Union that the issue is "not arbitrable in accordance with Article 8 and this decision of the interpretation is final and binding."

It's only final and binding until 1985, if we get ready now.

"I'll Be There!"

Vince Meredith, UPS
Local 89, Louisville, Ky.

"Every UPS employee should know the value of solidarity. We need it more than ever, in our local areas and on a national level, too. It's not too early to plan for the next national contract. That's why I'll be at the Rank & File Convention again this year. Also, I'll be in the presence of some fine union members."

Convoy-Dispatch photo by Bob Gumpert



TDU Attorney Helps Driver Beats Dishonesty Rap, Gets Pay and Job

On July 19, 1983 Virginia package car driver Vern Kays was ordered reinstated with almost a full year of back pay and benefits when arbitrator Seymour Strongis found that UPS changed work rules without notice.

Kays was terminated in August of 1982 for alleged "dishonesty" because he sent a personal package through UPS without paying the freight.

Kays, a TDU member, shortly before his termination actively opposed ratification of the UPS contract. He freely admitted not paying the \$2 freight charges. He openly put his return address on the package and believed that free sending of packages was a long-standing practice at his center.

Almost every fact was disputed. At least three UPS supervisors and a loss control coordinator swore that workers had been notified of a change in policy. But Kays, a 14-year UPS veteran and respected union activist, was backed by 25 package car drivers who testified that they were never informed of any change in policy, and that supervisors sent packages free also. Only one worker (who aspired to be a supervisor) claimed any knowledge of the change.

Most workers agree that Kays' firing was motivated by his outspoken position on the contract. One driver claimed the pressure not to testify was intense, but felt that UPS "went too far in its blatant manipulation of work rules."

UPS Loses \$50,000

UPS will end up paying a year of back pay (the amount is still being contested), plus their attorney fees, so the episode cost them about \$50,000. A district manager and at least two other supervisors have been moved to other jobs in a subsequent management change.

The fact that the contract supplement provides for arbitration in discharges was an important fact. Few UPS workers ever win any back pay, let alone such a large amount of money, through the joint-panel set-up which always seems to favor management.

Kays was represented by Washington, DC Local 639 attorney Pat Shaw. TDU attorney Joe Keffer assisted in preparation of witnesses. Kays was overjoyed at the decision, and questions why other locals don't work with TDU members to fight for decent working conditions at UPS.

UPS Must Bargain with Union Over Use of Incentive Plans

With UPS instituting the incentive plan at many of its centers across the country, most Teamster locals have acted helpless, saying nothing could be done to stop it.

They're wrong. The National Labor Relations Act requires that incentives and other kinds of bonus plans are a **mandatory subject of bargaining** with the local union under Section 8(a)(5) of the Act. Thus the company cannot unilaterally impose the incentive plan without bargaining with the union. If the union refuses to accept the plan, UPS cannot impose it.

This point was upheld as long ago as May 10, 1976, when the NLRB ordered UPS to discontinue the incentive plan at all Northern California and Nevada locations where it has been unilaterally imposed by the company (NLRB case 20-CA-10475).

To insure that this right is guaranteed, the union must protest imposition or planned imposition of the plan immediately upon learning about it. The threat of taking the matter to the NLRB should be enough to remind the company of the union's legal standing.

Of course, the membership should be consulted on the matter. Some members favor the incentive plan, hoping to get one of the runs where you can make "bonus." Yet in areas where the incentive plan is coupled with "driver release," most members are finding it harder and harder to make the "bonus." Most members seem to be aware that the incentive plan was instituted for one major purpose: to increase the production push even more, and to get the employees to join them in the push.

Chicago Milk Drivers Doublecrossed

Local 703 Scabs on Drivers

When Dominick's Finer Foods, a major Chicago grocery chain, closed the doors on its Ludwig Dairy in Elgin, Ill. on May 1, 23 milk drivers were thrown out of work. Since that time these members of Local 753 have picketed Dominick's distribution center and its stores, and have angrily watched as drivers in other Teamster locals, especially Local 703, have crossed their sanctioned Teamster picket lines.

Dominick's and its Ludwig Dairy signed a contract with Local 753 in May, 1980. In the fall of that year, Dominick's informed Local 753 that it wanted to lease dairy driving operations to AMA Leasing. The local responded that it would agree if the company signed a letter outlining the conditions of the leasing agreement as it would affect the drivers.

Dominick's Reneges on Letter

The letter, signed by John Altobelli, Vice President for Personnel and

Labor Relations for Dominick's, agreed to two conditions: first, that Dominick's would guarantee all terms of the contracts, and second, that Dominick's would assume the terms of AMA's contract with Local 753 if Dominick's ever canceled its contract with AMA Leasing.

Now Dominick's is reneging on these conditions. It is supplying its Chicago stores with milk delivered by non-union drivers from Indiana and Wisconsin dairies.

Local 703 Shuns Solidarity

As soon as Dominick's intentions were clear, Local 753 hit the Dominick's distribution center in Northlake with a picket line. Drivers from other Teamster locals were instructed by their locals to cross their picket line. When Local 753 then moved to 18 Dominick's stores and put up picket lines, they were again met by union drivers who had been told to cross these picket lines.

Local 753 President James McMahon has said that these picket lines are sanctioned by both the International and Joint Council 25. But Local 703 head Dominick Senese has ignored this sanction and has instructed his members to cross Local 753's picket lines. Other local heads followed Senese's lead and gave similar instructions to their members.

Senese's refusal to support these Teamster-sanctioned picket lines is a cheap political move to undermine his opponents in the Joint Council. No matter who he is trying to hurt through these actions, the real victims of his moves are the 23 milk drivers who lost their jobs. Without the support of Local 703, their chances of winning their jobs back are greatly diminished.

It's one thing when the union is not able to force a company to agree to the union's demands. It's quite another thing when the union is not even able to get its own locals in line behind members it has said it would support.

Los Angeles Grocery Warehouse

Local 595 Bans Two-Tier Wages

The International Union could take a few lessons from Los Angeles grocery warehouse Local 595 on how to fight dividing the members into two wage categories.

On July 8 the membership of Local 595 unanimously adopted a motion proposed by the Executive Board that it would be the policy of the local to never accept a two-tier wage system. The motion came in response to company demands in the institutional grocery contract negotiations now taking place. (Institutional grocery companies primarily supply restaurants but also service hospitals, hotels and other non-store food users.) The company most aggressively pushing the two-tier system has been Interstate Restaurant Supply (IRS).

Local 595 Secretary Treasurer Jerry Vercruse told the members that his main worry was that some small company would make an offer containing a two-tier system attractive enough to get passed. The larger companies would then demand the same thing. By passing this motion, the local will be able to head off such a possibility.

For the past year the entire institu-

tional grocery group in Los Angeles has been operating under a wage freeze, costing each member approximately \$1,250. The members gave an inch, and now the companies are back for their mile.

In addition to the two-tier scam, IRS also wants the members to give up Veteran's Day, jury duty, sick pay accumulation, seniority if you are off sick or injured for more than 1½ years, eliminate voluntary overtime, and freeze health and welfare and pensions.

IRS's position was shown for the union-busting attempt it was when some members reported they had been told by IRS's boss that they could stay at IRS without any wage reduction as long as they would resign from Local 595.

When Local 595 rejected the two-tier plan out of hand, IRS came back with a slight modification: a "new hires" clause, where new hires would be paid 60% of scale to start and would take three years to reach 100%.

At Local 595's contract meeting for IRS on July 24, an additional 75-100

members from CFS Continental and S.E. Rykoff (two other institutional companies) showed up to lend their support to the IRS members.

Support from the members at the other institutional companies had already been well in place. Institutional members had already voted to help picket four hours per month or donate \$20 to the strike fund.

When the vote was taken, less than 10% voted to accept the offer. The drivers in Local 848 rejected this rip-off by an even larger margin later the same day.

On August 21, members at the three institutional companies—IRS, CFS Continental and S.E. Rykoff—met to

Preview for Teamsters?

Denver Grocery Settlement

After a four month battle which saw a one-week strike and a month-long consumer boycott against Safeway stores, United Food and Commercial Workers (UFCW) Local 7 has reached a contract settlement with three Denver-area grocery chains.

UFCW Local 7 represents more than 20,000 retail clerks, meatcutters and deli clerks who work at Safeway, Kroger's King Soopers, and Albertsons around the state. The tough battle over the contract for 2,000 meatcutters in Denver suggests that the employers will be on the offensive when contracts for 3,500 Teamster warehouse workers and drivers expire in Denver on September 17.

In the settlement, reached in mid-August, employers apparently won strong no-strike language which would prohibit Local 7 meatcutters and deli clerks from honoring picket lines. In addition, Local 7 conceded to limiting fines on strikers who crossed union picket lines during the strike in May to \$125 per person (fines could have been as high as \$600 and the companies had



"I'll Be There!"

Frank Savage
Trustee, Local 337
Detroit, Mich.

"Too many members of the Teamsters have been discouraged from being active union members due to the poor representation we've received at the hands of those paid to represent us. As a result, members have become apathetic, and the result of this apathy has been poorer contracts.

"What TDU is trying to do is to reverse all of these conditions. At the TDU Convention you will be able to meet many of those members who are dedicated to putting an end to the rule by those whose primary goal is personal financial enrichment.

"I look forward to seeing the largest group ever at this year's TDU Convention."

vote on their individual company's offers and give out strike authorization. Of the 300 members at the meeting, only about 10 approved any of the company offers, all of which closely resembled the previous proposal made by IRS. This strong backing from the membership was important for the union to help it face down such an aggressive anti-union employer group as the one-year contract runs out September 6.

been seeking complete amnesty for the strikebreakers).

The union did win a victory on seniority language, with the companies agreeing that all hours over 16 per week should be assigned by seniority. Previously the companies could assign any hours over the 16-hour guarantee at will, and with an average of 24 hours per week needed to qualify for benefits, this was a powerful club in the employers' hands.

Local 7 members had worked without a contract since April 30. A one-week strike in early May was ended when Teamster officials said they wouldn't honor picket lines the UFCW wanted to set up at the Safeway and King Soopers distribution centers in Denver.

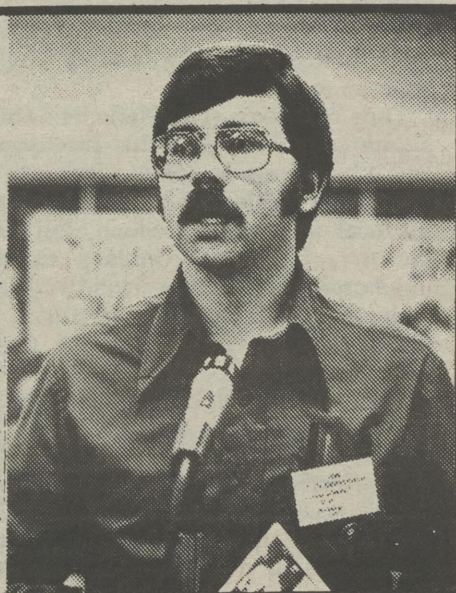
Then, in mid-July, the UFCW hit on a boycott strategy directed at Safeway. Though this did not seem well-organized, and the AFL-CIO gave only limited support, the boycott seemed to have some effect in pushing the grocery companies back to the bargaining table.

"I'll Be There!"

Jim Wardell, UPS
Local 710, Galesburg, Ill.

"Will I be there at the convention this year? You bet I will! Last year was my first convention and it will not be my last. I was amazed how much I enjoyed myself.

"Two things stand out above all the rest of the great things that went on that weekend. I was not prepared at all for the super friendliness of all the people that were there and the outstanding workshops that were presented. I would highly recommend to anybody that has an interest in turning this union back to the rank and file to be there October 15 & 16. One weekend out of the year is no great sacrifice when it means attaining job security and better working conditions."



Convoy Dispatch photo by Bob Gumpert

White House Keeps Presser at Arm's Length

Guess Who's Not Coming to Dinner?

The Reagan administration is backing away from its close relationship with Jackie Presser, according to a recent report in the **Washington Post**. The reason is the ongoing investigation of alleged "ghost" employees in Presser's Cleveland Local 507.

The **Post** reported that "White House Counsel Fred Fielding has warned senior presidential aides to maintain an 'arms-length relationship' with Teamster President Jackie Presser." It went on to state that Presser will no longer be invited to

White House state dinners or social events.

White House officials did tell the **Post**, however, that Presser's political support remains important to them, especially with the 1984 presidential campaign drawing nearer. Reagan's standing with most of organized labor is very low, and the Teamsters hierarchy is one of his only bases of labor support.

As reported in recent issues of **Convoy-Dispatch**, one former 507 employee has already pleaded guilty

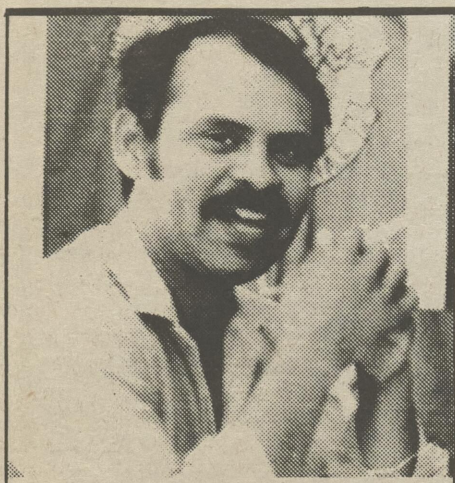
to being a ghost employee. Last month, Presser's uncle Allen Friedman, who was also on the payroll of 507, was indicted on charges of being a ghost employee. As secretary-treasurer of Local 507, Presser would have signed all the paychecks to the ghost employees.

Uncle Will Testify

After his indictment, Friedman said he would testify against Presser and stated: "Jackie Presser should have been in jail dozens of times,

going back 30 years. He thinks I won't testify against him...but I don't like the things he's done, double-crossing me, doing what he's done to the working people."

Sources close to the Cleveland based Organized Crime Strike Force investigation of Presser consistently report that plans are proceeding to indict him, especially now that Allen Friedman has agreed to testify. The indictment could come before the end of 1983, according to many reports.



"I'll Be There!"

Joe Mendoza, Diamond Walnut Local 601, Stockton, Cal.

"I'll be at the Convention to learn everything I can by meeting people who have had success dealing with the same problems we have in Stockton. I went to the 1981 TDU West Coast Conference in Los Angeles and learned a lot that has really helped in Stockton. It was a real eye-opener for me and I'm really looking forward to Detroit."

Sacramento Co. Gives Ground to Cannery Workers

Sacramento Foods is clearly losing nerve in its battle with the United Cannery Workers Committee of Sacramento (UCWC) of Local 857. Last month, the company brazenly refused to hire back nearly 100 seasonal workers of 1500 at the plant, including virtually every union activist.

But faced with strong opposition in the Local and the community, and with NLRB charges hanging over them, Sacramento Foods has started to give ground. On August 18 personnel manager John Peterson personally called two of the blacklisted workers—Toni Garcia and Cecilia Meneses—to report to work immediately.

"The company is trying to divide and conquer us but it won't work," said Garcia, who is UCWC president. "The other people are glad we're back to work, but we're not dropping the case."

On another front, Garcia and two others had been denied the right to pay their dues by Sec.-Treas. Alex Luscutoff since April, but now the Executive Board has overturned that, keeping them eligible to run for office. Another victory for the rank and file and for the UCWC.

Cal Tank Drivers Organize

A dozen TDU tank drivers from Matlack, ACME and Post got together on August 7 in Richmond, Cal. to discuss their drive to push the Western Conference to reopen the Western States Master Tank Agreement. They are seeking a reopener in order to reverse the concessions suffered in the last contract settlement.

But at the meeting, word came down that Int'l. Rep. Gene Shepherd had torpedoed any hope of reopening the contract around wages by sending a letter to all the tanklines stating that he had reviewed the state of the industry and decided it wasn't necessary to exercise the union's right to seek a wage reopener.

This was an open insult to tanker

drivers who had a wage cut rammed down their throats in the last contract and who had begun a petition drive asking for a reopener. (How nice for the employers to have a top union official faithfully representing them in opposing the members' fight for a decent contract!)

The response to this news was anger, but not discouragement. Tank drivers in Local 315 have begun building something there and are not about to be stopped by Gene Shepherd. They decided to file charges against Shepherd for "betrayal of his responsibilities" and for "weakening the union in the tankhaul industry by causing many union and non-union drivers to become disgusted with our

union, its methods and contracts."

These charges will take the form of a petition, so hundreds of drivers will be able to be a part of filing them. They will choose a committee to present their case to the Western Conference.

The tankers have also started building the West Coast Tanker Newsletter. Everyone agreed that whatever the outcome of the charges, the key thing is to build a rank and file network among tanker drivers. That way, no matter what Gene Shepherd negotiates next time, the members will have the final say.

Copies of the petition can be obtained by writing to TDU Tanker Project, Box 8548, San Jose, CA 95155, or calling (408) 971-1035.

Dresser Hit by NLRB Complaint

The NLRB has charged Dresser Industries of Stratford, Connecticut with numerous unfair labor practices for actions favoring incumbent Local 145 officers over a rank and file opposition slate.

Abe Ferreira, who challenged incumbent Sec.-Treas. William Kuba in the election, said, "These charges will prove that the company and the union were in collusion to fire me and my supporters because we were challenging the current local leadership."

Ferreira and his slate had found plenty of discontent with Kuba and his crew throughout Local 145. "We've had years of no representation at all," said Ferreira, "from Dresser Industries to public employees in Stamford, Conn., the story was the same—no service, no representation."

"The bosses started coming down on us as soon as they heard we were running," said Ferreira. "They told me I couldn't talk to anyone and started retiming my job every other week."

Complaint Issued

A sweeping complaint against Dresser Industries was issued on August 12. The complaint charges the company with discrimination for discharging Ferreira and Frank Grodis, the two principle individuals running against Kuba and his slate. The complaint further charges that other Ferreira supporters were demoted, transferred to less desirable jobs, and harassed to the point where one supporter was

forced to take a medical leave of absence.

Ferreira, who is now back to work said, "The harassment hasn't let up yet. We're filing more NLRB charges this week. Although we've grieved several incidents of harassment, the union hasn't taken any of them to arbitration."

He continued, "Local 145 has been Victory for Rank & File

New Vote in Modesto

On July 28, rank and file members of cannery workers Local 748 in Modesto, Calif. won an important victory when the International Union invalidated the Local's last election and ordered a new one. The Local's Executive Board had been seeking an International trusteeship.

The Local has been in total upheaval ever since Local 748 Sec.-Treas. Bob Britt hurriedly resigned in June, after getting caught with his hand apparently in the union treasury.

The problems of fraud and corruption in Local 748 go back years, and the election which was just overturned by the International was actually a re-run of the September 1981 election. That one was also overturned because of Bob Britt's fraud.

Current estimates of how much was stolen from the local range from \$100,000 to \$250,000. Much was allegedly used to buy cocaine for Britt, who also had nearly completed con-

struction of a backyard swimming pool in the shape of the Teamsters emblem lined with blue tile and complete with horses' heads. For many members of Local 748, that pool symbolizes what's wrong with their local.

Some rank and file members had joined the Executive Board in its call for trusteeship by the International, because of their fear that it would be impossible to get a fair election in Local 748. But many other members agreed with TDU that trusteeship would represent little improvement, and urged the International to overturn the last election on the basis of fraud and order a new one.

The rank & file of Local 748 still has a difficult task ahead of them. As one activist stated, "Our most important job now is to get one slate together that the whole local can unite on, so that we come out of this mess stronger, instead of continuing as a weak and disunited local."

Introduction

What follows are reports from local union meetings held in mid-August on the Relief Rider to the freight contract. Space prevents a complete listing, also some reports were not received or were too sketchy.

Central

Columbus, Oh. Local 413—Over 400 members packed the hall and passed motions unanimously to put the local on record against, to ask for an official observer at the count, and to demand Jackie Presser's resignation. Huge applause greeted Presser motion. **Detroit Local 299**—500 angry members were present, but the officers took no position. Unanimous votes were taken to put the local in opposition to the rider, and to have the local request observers at the count. Members spoke to the news media.

St. Louis Local 600—800 members packed the hall and spilled outside. Motion to oppose passed unanimously, and officers stated they would inform Int'l by Titan. **Cleveland Local 407**—Every officer was asked to state where he stood and all stated opposition. One suggested that "each of you must contact ten people, and urge them to vote no." A motion was made that local go on record as opposed, and it was amended to include a call for Presser's resignation. The 500 members present responded with a storm of applause and foot-stomping, and passed it unanimously. Another motion passed for the local to put ad in newspaper urging No vote. **Cincinnati Local 100**—Officers were asked to take a stand, and all but Pres. Kiser came out against. The 200 members voted unanimously that local oppose the rider and to have an observer. Support was strong for a Presser resignation motion, but Kiser ruled it out of order.

St. Paul Local 120—400 present. Pres. Harold Yates tried to sell it, but saw the total opposition and said, "I can see where this is going." Motion of opposition ruled out of order. One member called the rider "an act of treachery" by Presser and said Presser should resign. **Dayton Local 957**—Over 350 people attended the two (city and road) meetings and voted unanimously against. Officers were opposed. Angry members were interviewed on TV afterwards.

Minneapolis Local 544—250 members heard officers try to sell the rider, but instead voted unanimously to send the International a telegram of opposition.

Indianapolis Local 135—Over 700 members attended city and road meetings and voted unanimously that Local 135 be on record against. Biggest applause went to members calling for Presser's resignation.

Springfield, Mo. Local 245—Officers and members came out against the rider, with a unanimous vote of about 200 at three meetings held.

Bismarck, N.D. Local 123—250 angry members were solidly opposed. Local officers said they did not support the rider.

Kansas City Local 41—1,200 at two meetings. At city meeting, Nabors came out in favor, was so loudly denounced he came out against at the later road meeting! Solid No in Williams' local.

Toledo Local 20—120 members present. Many spoke in opposition but no motions were permitted by Pres. Harold Leu, whose position was unclear. Members organized afterwards at TDU meeting and some spoke to press and TV also, officers refused.

Locals Say No to Rider!!

Omaha Local 554—Held three meetings, with officers and members totally opposed.

Ft. Wayne Local 414—Over the objections of Sec.-Treas. Freeman Busche, a small meeting went on record unanimously opposed. Similar motion passed at local cartage meeting earlier in the month.

Detroit Local 337—25 members came to ask questions, and made comments like "whoever thought this up ought to have his head chopped off." Local is headed by Central Conference Dir. Bobby Holmes, a Presser appointee.

Louisville Local 89—City and road meetings. BAs presented rider, some mixed sentiments, but most were opposed. No votes.

Quad Cities Local 371—Straw vote was 176-1 opposed, and TDU literature was distributed in the hall. Pres. Peanuts Cashen said: "If this goes through, we will be so damn divided we will never be able to come back."

Des Moines Local 147—Pres. Vern Bennett endorsed it, saying it wasn't good, but was necessary to save the NMFA. Speaking angrily against it were 200 members who disagreed with Bennett. No motions were allowed.

Dubuque, Ia. Local 421—All 50 present voted to put the local on record against.

Kalamazoo, Mich. Local 7—75 members voted 3-1 against the objections of the officers to send a letter to the International communicating the opposition of the local. The members demanded that a copy of the letter be made available to the rank & file.

Pontiac, Mich. Local 614—Officials waffled on rider and ruled the members out of order, but 120 members present conducted a vote amongst themselves and finally left in disgust.

Lansing, Mich. Local 580—Two meetings were held, both small, but members there were opposed and their BA did not support the rider.

Zanesville, Oh. Local 637—30 members attended, opposition was evident, but motions were called out of order, including one demanding Presser step down.

Eastern

Harrisburg Local 776—800 members voted unanimously to go on record against. Pres. Don Moudy said he was against but members asked why he had done nothing about it. Under pressure, he claimed he would prepare a letter to inform members not present, but rank & files report they will organize their own effort.

Baltimore Local 557—300 present. Motion to call for resignation of Presser called out of order by Pres. Calvin Eisenberg, who came out for rider and announced his retirement (appropriately?) Members solidly opposed. One officer announced from podium that TDU knew about the rider long before local officers, and accurately reported on it in TDU lit.

West Virginia Local 175—200 present. Members demanded to know where Negotiating Committee member MacDonald Smith stood on rider and he finally claimed he was against it. Would not allow motions, but members conducted their own votes. Motions against rider and demanding Presser's resignation got unanimous backing. Aug. 27 TDU meeting was announced in hall.

New Jersey Local 560—Int'l Vice Pres. Sammy Provenzano tried to sell the rider to some 1,500 mem-

bers, many of whom spoke out against the deal in strong words. **Springfield, Mass. Local 404**—250 members voted unanimous opposition, and the officers gave out a letter recommending a No vote. TDUs called for a group of observers to be sent by local, but Pres. Al Tardy said no.

Scranton Local 229—400 members voted unanimously that local go on record against, that letter be mailed to members, and to demand the resignation of Presser and entire General Exec Board.

Philadelphia Local 107—The officers and 300 members present were firmly opposed. A letter went out recommending a No vote to the rank & file.

Norristown, Pa. Local 384—Local went on record against the rider, and the Exec Board distributed a letter urging a No vote.

Pittsburgh Local 30—100 people voted unanimous opposition, officers took the same stand.

Lancaster, Pa. Local 771—150 members heard Negotiating Committee member Lee Via recommend a No vote. Strong opposition. (Isn't it odd how the Negotiating Committee approves the rider, then its various members oppose it when they get near the rank & file?)

Washington, Pa. Local 585—50 present. Officers and members all opposed, including Jim Beros, head of JC 40.

Allentown Local 773—Some 250-300 packed the hall, but were ruled out of order by officers who would take no stand. Sentiment was total opposition.

Roanoke, Va. Local 171—Officers Jim Guynn and Walter Thacker opposed the rider and motion against was unanimously passed. **Virginia Local 29**—50 members completely opposed. Members asked the president to send telegram asking for an observer at the counting, and he agreed.

Rochester, N.Y. Local 118—200 at meeting. Motion for local to oppose passed unanimously.

Albany, N.Y. Local 294—Exec Board recommended defeat of rider at meeting of 300-400.

Buffalo Local 375—200 at meeting. Officers urge a No vote. Solid opposition sentiment.

Norfolk, Va. Local 822—100 members showed total opposition.

South Carolina Local 28—Three meetings of members all opposed, officers recommended rejection. **North Carolina Local 391**—500 at three meetings. Int'l Safety Dir. R.V. Durham finally came out against after being pushed by angry members.

Maine Local 340—75 members discussed the rider, all seemed against it, along with officers who wouldn't take public stand.

Worcester, Mass. Local 170—Officers and 200 members were all opposed. A motion putting the local on record passed without dissent.

Elmira, N.Y. Local 529—100 members voted unanimous opposition, but Pres. Moulthrop said he refused to notify Int'l of vote.

New Jersey Local 701—500 members at meeting, totally opposed along with Exec Board. Elected a specific rank & file observer to send, sentiment to send more.

Wheeling, W.V. Local 697—50 members heard their officers recommend it, but few seemed in favor.

Western

San Francisco Local 85—officers and 500 members present came out strongly against the rider.

San Jose Local 287—Officers and members alike were strongly opposed to the rider.

Los Angeles Dockworkers Local 63—Voted unanimously to put the local in opposition to the rider.

Los Angeles Drivers Local 208—Membership voted in opposition. Officers prepared letter for distribution and posting, recommending a No vote. Motion passed to have Stewards Council steering committee contact the media.

Long Beach Local 692—300 angry members heard Sec.-Treas. Ogden take no stand. Chaotic meeting.

Oakland Local 70—Total opposition. Exec Board distributed a letter recommending a No vote.

Spokane Local 690—110 members voted unanimously to have the local send a letter recommending a No vote to the membership, and to request an observer at the counting.

Oakland Line Drivers Local 468—Meeting of 40. All who spoke were opposed, including officers. **Orange, Cal. Local 952**—120 members heard their BAs try to sell the deal, but then passed a motion unanimously putting the local on record opposed, and to inform the IBT and Western Conference of their stand.

Sacramento Local 150—100 members voted unanimously to put the local on record against. The officers agreed, but deflected demands that the local send an observer to the count.

Portland Local 81—250 members heard Sec.-Treas. Jack Alexander say, "If it was my job, I'd vote for it." But laid-off members seemed the most opposed. Mixed sentiments at a chaotic meeting.

Albuquerque Local 492—Several meetings were held, reports from some showed total opposition, from the mainly road drivers there.

Colorado Line Drivers Local 961—150 members attended the first of two meetings and voiced strong opposition, one day after Presser was in Denver. "Too bad he couldn't have stayed over for our meeting, we had a few questions for him," one driver told us.

Southern

Houston Local 988—400 members heard their local president come out against the rider. Then they passed a motion (over his objections) backing that stand.

San Antonio Local 657—Members voted 59-16 for local to oppose, meetings in other areas also opposed. Pres. Raleigh Mull tried to sell, and his wife, who works in the union hall, even voted.

Chattanooga Local 515—250-300 present. A motion to put the local on record against was ruled out of order, but repeated appeals against the chair finally led to a unanimous vote of opposition. Members attacked Pres. Bobby Logan, noting that he supported pay cuts for them while making a fat salary off their dues.

Memphis Local 667—Road and city meetings. A motion was unanimously passed to send a letter of opposition to Presser and post the letter on bulletin boards.

New Orleans Local 270—Local president endorsed the rider and said it would create 100,000 jobs, but few people present were young enough to still believe in the tooth fairy.

Tampa Local 79—A large meeting showed complete opposition, and only after that did the officers report that they, too, opposed the rider.

Knoxville Local 519—Officers tried to sell it, but members voted 66-10 to inform the International the local was in opposition to the rider.

Miami Local 390—250 members showed total opposition. Officers took no stand and would not allow motions. Members demanded that their opposition be conveyed to Presser, and officers said they would. Like many officers, they stated TDU literature had the facts before they knew anything.

Tri-Cities Local 549—100 members were present and all were opposed, but a motion to that effect was ruled out of order.

Nashville Local 480—Pres. Luther Watson backed the sell-out. Motions of opposition and to send a delegate to the counting were tabled by the 200 members present. "Presser & Co. are batting 1000," Watson said.

Little Rock Local 876—A low-key meeting with mixed sentiment after the officers presented it.

El Paso Local 941—Opposition was overwhelming at meeting. **Atlanta Local 728**—125 were at the road meeting. Int'l Vice Pres. Weldon Mathis said rider would not do any good because wages would have to be even lower to compete with non-union rates. Generally mood was negative, but low-key.

Note:

Some local unions refused to hold any meeting at all, such as **Chicago Local 710**, **New York Local 807**, and some other NY-NJ locals.

Some others, like **Phoenix Local 104**, scheduled meetings after the ballots were out.

